

On August 12, 2021, City Manager Erik Walsh presented the FY 2022 Proposed Budget to the Mayor and City Council. Although the COVID-19 pandemic continues to impact our community, we are pleased to share that the proposed budget includes an ad hoc COLA for all retirees. For pre-65 retirees, the proposed budget calls for no change in medical plans offered or monthly premiums. Post-65 retirees will see an increase in the Medicare Advantage Standard PPO, Enhanced PPO, and Pharmacy-Only plans. The City of San Antonio is appreciative of your service to the City, its residents, and visitors, and remains committed to providing you with a comprehensive package of affordable health care benefits and a secure retirement income.

All Retirees

Cost-of-Living Adjustment (COLA)—The FY 2022 Proposed Budget includes a 1% ad hoc Cost of Living Adjustment for City retirees beginning in January 2022.

Dental & Vision Health Benefits—Dental and vision benefits will continue to be offered in 2022. Retirees will still have the option of selecting between the **CitiDent PPO and DeltaCare Dental HMO plans** for dental coverage through Delta Dental. Monthly premiums for dental and vision coverage will be available in the 2022 Benefit Matters Guide.

Aetna Medicare Retiree Health Plans

Aetna will continue administering Medicare Advantage plans for post-65 retirees. Three plans will continue to be offered in 2022—the **Medicare Advantage Standard PPO, Enhanced PPO, and the Pharmacy-Only plan**. While the Medicare Advantage Standard and Medicare Enhanced PPO plans provide the same coverage, the Enhanced PPO includes a higher monthly premium, but \$0 co-pays for medical visits; the only out-of-pocket costs are for prescriptions. Proposed monthly premiums can be found on the back page. Note that all Medicare Advantage enrollees will receive a new ID card for 2022.

Non-Medicare Retiree Health Plans

Under the FY 2022 Proposed Budget, non-Medicare retirees will continue to have three plan options available through Blue Cross & Blue Shield of Texas—**Consumer Choice, New Value, and Blue Essentials HMO**. **All three plans provide coverage for the same services you use today (ex: doctor's office visits, preventive care, prescription medications, etc.).** Plan features, such as Applied Behavioral Analysis (ABA)—intense therapy treatment for autism spectrum disorder; Consumer Medical—provides expert medical opinion, advocacy and treatment options; and Travel & Lodging—reimbursement benefit for those traveling for approved medical treatment, will continue to be offered as well. Proposed monthly premiums can be found on the back page.

Annual Enrollment

Save the date for 2022 Retiree Annual Enrollment! **For pre-65 retirees, it will take place from October 11 to 31, 2021. For post-65 retirees, it will take place from October 18 to 29, 2021.** This is your chance to change your medical plan for the 2022 plan year. More information will be provided in the next issue of *Retiree Matters*, including details about Annual Enrollment information sessions. In the coming weeks, Medicare-eligible retirees will receive information directly from Aetna, and non-Medicare retirees will receive information from the City.

Questions

If you have any questions, please contact Human Resources Customer Service at 210-207-8705 or email AskHR@sanantonio.gov. The Employee Benefits team can also be reached at 210-207-0073.

FY 2022 Proposed Medicare Premiums (Monthly)						
Hired before 10/1/2007					Hired on/after 10/1/2007	
Years of Service	30+	25-29	20-24	19 & under	10+	5-9
Medicare Advantage Standard PPO						
Retiree Only	\$25.86	\$27.55	\$29.66	\$37.94	\$42.25	\$84.50
Retiree + 1	\$51.04	\$55.94	\$59.66	\$76.22	\$84.50	\$169.00
Retiree + 2 or More	\$76.56	\$84.41	\$89.23	\$115.47	\$126.75	\$253.50
Medicare Advantage Enhanced PPO						
Retiree Only	\$132.76	\$134.45	\$136.56	\$144.84	\$149.15	\$191.40
Retiree + 1	\$264.84	\$269.74	\$273.46	\$290.02	\$298.30	\$382.80
Retiree + 2 or More	\$397.26	\$405.11	\$409.93	\$436.17	\$447.45	\$574.20
Medicare Pharmacy-Only						
Retiree Only	\$38.36	\$40.05	\$42.16	\$50.44	\$54.75	\$97.00
Retiree + 1	\$76.04	\$80.94	\$84.66	\$101.22	\$109.50	\$194.00
Retiree + 2 or More	\$114.06	\$121.91	\$126.73	\$152.97	\$164.25	\$291.00

FY 2022 Proposed Non-Medicare Premiums (Monthly)						
Hired before 10/1/2007					Hired on/after 10/1/2007	
Years of Service	30+	25-29	20-24	19 & under	10+	5-9
Consumer Choice						
Retiree Only	\$139.00	\$153.00	\$166.00	\$201.00	\$557.00	\$1,114.02
Retiree + 1	\$261.00	\$281.00	\$309.00	\$389.00	\$1,114.00	\$2,228.05
Retiree + 2 or More	\$362.00	\$390.00	\$430.00	\$544.00	\$1,448.00	\$2,896.46
New Value						
Retiree Only	\$277.00	\$306.00	\$331.00	\$401.00	\$682.00	\$1,363.47
Retiree + 1	\$522.00	\$561.00	\$617.00	\$778.00	\$1,363.00	\$2,726.93
Retiree + 2 or More	\$724.00	\$780.00	\$860.00	\$1,088.00	\$1,773.00	\$3,545.01
Blue Essentials HMO						
Retiree Only	\$180.00	\$199.00	\$215.00	\$261.00	\$614.00	\$1,227.12
Retiree + 1	\$339.00	\$365.00	\$401.00	\$506.00	\$1,227.00	\$2,454.24
Retiree + 2 or More	\$471.00	\$507.00	\$559.00	\$707.00	\$1,595.00	\$3,190.51

